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Iowa State University College of Veterinary Medicine

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**Iowa State University
College of Veterinary Medicine
Diversity Report
4-14-08**

The College of Veterinary Medicine is firmly committed to fulfilling the University's goals of increasing its diversity and that of the college. As a four-year professional program, efforts to increase diversity numbers are somewhat tempered, compared to undergraduate programs, by highly competitive enrollment requirements (900+ applications for 120 openings), tightly regimented four-year professional curriculum, and the number of diversity candidates available for faculty and administrative positions.

We are continuing our efforts to further develop an environment that encourages diversity, and are making progress in increasing diversity numbers in faculty, staff and students.

I. Diversity Mission/Vision Statement

The first goal under the College of Veterinary Medicine **Strategic Plan - Professional Students and Related Services** section is "Ensure the quality and diversity of our student population." Goal VII.3 is "The College will maintain a welcoming, collegial and non-threatening work environment" with the following Objectives/Action Plans/Benchmarks:

1. All faculty, staff and students will be made aware of, and expected to comply with the University and College policies regarding work place conduct.
2. An action plan will be developed to improve diversity in student, staff, and faculty recruitment and retention; for rewards and accountability; for alignment with the University Strategic Plan; and to foster work/life balance.

These statements are inclusive and intended to ensure the diversity of the college and all who teach, learn, do research and provide support services here.

The **College Mission and Vision Statements** and our **Core Values** speak to our commitment to support these efforts.

The College Mission Statement: *The College of Veterinary Medicine at Iowa State University is dedicated to enhancing the health and well-being of animals and humans through excellence in education, research, professional practice, and committed service to the State of Iowa, the nation, and the world.*

The College Vision Statement: *The Iowa State University College of Veterinary Medicine aspires to be a pre-eminent institution recognized for excellent and leadership in professional and graduate education, for the discovery and application of knowledge to promote animal and human health, and for exerting significant influence on the quality, safety and security of society's food supply, while providing a caring and supportive work environment.*

College **Core Values** include: *We conduct our affairs with the utmost integrity knowing that our interactions with one another and the public demand our best moral, ethical, and professional behavior. We insist on providing a safe and non-threatening work environment for faculty, staff and students.*

II. Response to Diversity Statistics

Fluctuations in statistical measurement are minor. The following table shows the changes over the past five years with 1997 serving as a base year. Figures are furnished by the Office of Institutional Research.

	1997	2003	2004	2005	2006	2007
Faculty: Race/Ethnicity/Gender						
Minority: Percent	7.0	10.2	11.6	9.7	7.8	9.8
Number	9	14	17	15	12	16
Female: Percent	25.0	34.3	36.1	40.0	37.3	36.2
Number	32	47	53	62	57	59
P & S Employees: Race/Ethnicity/Gender						
Minority: Percent	5.2	9.5	9.9	9.6	10.3	12.3
Number	3	10	10	10	11	16
Female: Percent	55.2	68.6	70.3	68.3	70.1	68.5
Number	32	72	71	71	75	89
Merit Employees: Race/Ethnicity/Gender						
Minority: Percent	3.7	3.4	4.5	3.4	3.4	3.1
Number	4	4	5	4	4	4
Female: Percent	89.0	87.3	85.7	87.2	87.4	84.5
Number	97	103	96	102	104	109
Department Chairs: Race/Ethnicity/Gender						
Minority: Percent	0	1	0	0	0	0
Number	0	25.0	0	0	0	0
Female: Percent	20.0	33.3	50.0	40.0	40.0	25.0
Number	1	2	2	2	2	1
Students (Total): Race/Ethnicity/Gender						
Minority: Percent	2.4	2.0	2.2	2.3	2.6	4.0
Number	12	10	11	12	14	24
Female: Percent	57.3	65.1	67.7	71.3	70.2	70.2
Number	291	328	336	367	375	416

In all categories, except Department Chairs and Merit Employees, the numbers are trending upward. The statistics show a drop in the number of female department chairs in 2007 which was caused by Dr. Lisa Nolan's appointment to the position of Associate Dean for Academic and Student Affairs. A national search is underway for a replacement. Dr. Nolan replaced a male in her new position and increases the percentage of females serving as associate deans to 33.3%.

The number of minority merit employees has remained consistent while the number of female employees grew slightly as overall numbers of merit employees has increased.

III. Diversity Efforts

1. Institutional Commitment: As stated in the college strategic plan and mission, vision and core values statements, the College of Veterinary Medicine places a high priority on creating and sustaining a welcoming and nurturing environment that allows all employees and students to reach their full potential. This is an ongoing point of emphasis as the college strives to meet its goals, those of the University, and those of the profession of veterinary medicine.

2. Curriculum and Pedagogy: The professional veterinary medical curriculum has minimal flexibility in the DVM program.

3. Research and Scholarship in the college are aligned with the requirements and expertise of the professional program. Specific research opportunities in the area of diversity and ethnicity are limited. Coursework in the role of the veterinarian in society attempts to instill awareness of multicultural issues.

4. Underrepresented Populations

The college is striving to increase the representation of historically underrepresented populations among faculty, staff and students, while maintaining the highest standards in academic and professional excellence. Following is a summary of activities and accomplishments in this area.

Faculty Recruitment and Retention

Central administration and departments continue to focus on recruiting outstanding faculty to the college with special attention being directed to recruiting diversity candidates. A number of activities and successes are worth noting.

Biomedical Sciences (BMS)

The Biomedical Sciences (BMS) department mentored four female PhD candidates through their final oral and the achievement of their degree. One of these was an underrepresented minority student.

The department chair has participated in almost all of the ADVANCE programs on campus in an effort to acquire insights into the ways in which diversity and positive attitudes regarding this important issue can be enhanced. The chair has made special efforts to provide as much help and guidance as possible to two women who are on tenure track, one preparing for her third year review, the other preparing her dossier for her application for promotion and tenure to be submitted this fall.

The BMS department worked with the VDPAM department to successfully recruit a new female faculty to an assistant professor position that is a joint appointment between the two departments.

Recently, members of departmental search committees have been urged to work through the diversity website for search committee members. All search committees are charged with the responsibility of conducting searches with a focus on the importance of diversity. In two of three searches conducted last year, either women or underrepresented minorities were identified as finalists for the position. However, in neither case were these candidates selected based on the relative merits of all the candidates that applied.

A woman was hired into the position of program assistant for the Department. Overall, the majority of the Department's P & S staff are women.

Veterinary Clinical Sciences (VCS)

The **Veterinary Clinical Sciences** department (VCS) is maintaining its goal of balanced faculty hiring:

New Faculty	2004	2005	2006	2007	2008 Y-T-D
Females	13	18	20	22	20
Males	19	19	20	18	20

Current interns and residents include nine females and 10 males with no minorities.

Veterinary Pathology (VPATH)

The department hired Dr. David Garcia-Tapia, Assistant Professor, who is adding to the department's Latin American outreach education.

Pending approval by the Board of Regents, State of Iowa, is the promotion of Dr. Holly Bender to full professor. If approved, this promotion will add to the number of women full professors at ISU.

Veterinary Microbiology and Preventive Medicine (VMPM)

During the past year, VMPM interviewed applicants for a faculty position in public health. The two interviewees for this position included a female and a Hispanic male

Cultural and ethnic diversity were enhanced within VMPM by the presence of international visiting scholars within the department. During the past year, individuals from Thailand, China, and Pakistan have worked in VMPM labs.

New P&S staff hires from Brazil (female) and Israel (female) have also enriched the cultural diversity within VMPM. In addition, one female (U.S.) was hired as an Assistant Scientist II.

The bulk of the department's cultural diversity is generated by the array of international graduate students and post docs working in VMPM laboratories. These individuals have come from India, Mexico, Puerto Rico, China, Thailand, and Australia.

The efforts of one graduate student mentor resulted in receipt of a NIH – F31 Minority Pre-doctoral fellowship.

In addition, there is a fair amount of diversity associated with the activities in the wildlife care clinic. The clinic has many undergraduate students from multiple majors, ethnic groups, and both genders. There is a vast number of volunteers of both genders who also provide a wide spectrum of interests, ages, and ethnic backgrounds. The clinic also provides a range of curricular content during outreach activities with respect to the value of a diverse ecosystem and how this impacts humans.

The Institute for International Collaboration in Animal Biologics (IICAB) provides summer training sessions that attract participants from throughout the world, bringing exposure to diverse ethnic and geographic backgrounds to the college.

Veterinary Diagnostics and Production Animal Medicine (VDPAM)

VDPAM hired five female faculty members in 2007, including Dr. Shyla Jagannatha from India, Dr. Suzanne Millman from Canada, Dr. Christa Irwin, Dr. Abby Patterson, and Dr. Cassi Plummer.

Three male faculty of non-U.S. origin were hired during the same time period: Dr. Jay Mysore from India, Dr. Mehrdad Ameri from Iran, and Dr. Alex Ramirez from Mexico.

Three female P & S employees were hired: Beth Miller, Jamie Melody and Dr. Narinder Pal from India.

Employees from Russia, the Philippines, Mexico, Sri Lanka, and Asia have increased appreciation for international cultures in the Veterinary Diagnostic Lab (VDL).

Two post docs in the department are from Asian countries.

Student Recruitment and Retention

Recruitment and Admissions Activities

The college received 966 applications from applicants seeking 120 openings in the Class of 2012, 136 (or more) are underrepresented minorities, up from last year:

2007

9 African American
45 Asian
700 Caucasian
67 Hispanic
15 Native American
123 No response
7 Other

Additionally, the college offered eight under-represented students admission compared to 12 offers this year. Five of the eight accepted positions last year, four Hispanic students and one East Indian. We have five acceptances so far this year with a deadline of April 15.

'07 Acceptance Offers Sent to: '07 Acceptances To-date*

2 African Americans	Neither has responded yet
5 Asians	1 has accepted, 1 has not responded yet, 3 have declined
2 Hispanics	1 has accepted, 1 has not responded yet
3 Native Americans	2 have accepted, 1 has not responded yet

*Students have until April 15 to respond

Alternate Lists – several underrepresented minorities are also on our alternate admissions lists, including:

- | | |
|-----------------------|----------------------|
| • 4 African Americans | • 2 Native Americans |
| • 3 Asians | • 2 Other |
| • 7 Hispanics | • 22 No response |

Two Office of Academic and Student Affairs (OASA) staff members made extensive efforts to recruit the members of underrepresented groups who received offers of admission to the college.

College recruiting personnel participated in the career fair at the annual Association of American Veterinary Medical College (AAVMC) meeting in Washington, DC in March 2007. Approximately 250 students attended this event and 35 to 40% were students of color.

Approximately 150 students attended ISU College of Veterinary Medicine presentations at the University of Connecticut, North Dakota State University, Dordt College, Northwestern College, Rutgers, University of Northern Iowa, University of Arizona, Texas Tech University and South Dakota State University. Approximately 1% of the student audiences were members of an underrepresented group.

Admissions seminars for high school students and parents, and undergraduate students were held at VEISHEA and participants of the 4-H Youth Conference members were hosted in the summer. No members of underrepresented groups were in attendance. An additional seminar was presented to the ISU Pre-Veterinary Club and one member of an underrepresented group was present.

In-house Programs:

Approximately 300 tours were given to over 1,000 people during 2007. Approximately 5% were members of underrepresented groups. Individual high school and undergraduate students were invited

to attend classes in the professional curriculum. Larger groups attended a seminar that covered opportunities in veterinary medicine and requirements for admission.

Two members of underrepresented groups participated in admissions interviews.

Meetings and Committee Appointments:

Dr. Monica Howard is a member of the Association of American Veterinary Medical Colleges (AAVMC) Multicultural Committee, Gender Issues Committee and Executive Admissions Committee, serves as Disabilities Resources liaison and a member of the University Committee on Disabilities, and is a member of the Minority Student Affairs Committee.

Disability Accommodations:

OASA personnel continue to assist students in need of accommodations by providing liaisons between the Disabilities Resources Office, the academic department and the CVM student from whom the request is being made. The college had twelve students enrolled in the professional program who had documented disabilities. All of these students received or continue to receive accommodations while enrolled in the curriculum.

International Activities:

OASA staff worked with faculty members in Veterinary Diagnostic and Production Animal Medicine to facilitate participation in two international Memoranda of Agreement. Two ISU students were hosted by Italy and the college hosted one student from Spain. Staff also worked with a faculty member in Veterinary Microbiology and Preventive Medicine to coordinate a study abroad trip to South Africa for approximately 10 students.

The VDPAM department continues to utilize the Veterinary Student Mixed Animal Recruitment Team (V-SMART), a student recruiting group, and the immersive summer programs in swine, dairy and a new beef program, to increase awareness and participation in large animal medicine, an area of the procession that currently has more demand for graduates than supply.

5. Inter-group and Intra-group relations

College faculty and researchers are continually engaged in activities that recognize and celebrate cultural differences. As a professional program, Veterinary Medicine provides a unique opportunity for students to experience their four year education as a cohort and relationships developed through this four-year learning community type environment are based on experiencing ethnic, gender and geographic diversity.

IV. Best Practices and Final Comments

Building awareness of diversity issues and the college objectives in this area continues to produce results. Utilizing Human Resources workplace environment and harassment training helped start a process that is beginning to create a more welcoming and inviting environment within the college. We plan to extend that training into fall and spring new college employee training sessions. Additionally, we plan to revitalize a college diversity committee to become more active in its efforts to develop and direct college activities that will support its diversity efforts.

Recruiting efforts aimed at reaching more diverse populations are building momentum. While numbers may be small compared to undergraduate programs with considerably larger student, staff and faculty populations, we are making progress and intend to continue to do so by continually evaluating our efforts.